Warren County School District

Central Administrative Offices

589 Hospital Drive, Suite a

Warren PA 16365-4885

Brandon L. Hufnagel
Superintendent

RE: Act 93 Agreement; Administrator Compensation Plan/Non‑Certificated

Dear Mr. Kiehl:

This will serve to confirm the results of our recent discussions over the terms of the Compensation Plan for Act 93 Administrators/Non‑Certificated from July 1, 2012 until June 30, 2013.

Effective July 1, 2012, the terms of the 2008‑2011 Compensation Plan will apply with the modifications described below:

# Administrators will receive a salary increase over the course of 2012‑2013, to be paid as follows:

* On the 1st pay of 2012-2013, employees will receive a .875% increase to base salary.
* On the 7th pay, employees will receive a 1.75% increase to base salary.
* On the 14th pay, employees will receive a 2.625% increase to base salary.
* On the 19th pay, employees will receive a 3.5% increase to base salary.

# Changes the District negotiated with the Warren County Education Association with respect to the employee contribution required of professional employees for health insurance will apply to Administrators.

# This negotiated partial salary freeze allows administrators to reach the pay rate originally planned for the 11-12 school year. Administrators took a full pay freeze in the 11-12 school year. This agreement provides for an overall average increase in compensation of approximately 1.75% for the 12-13 school year with all concessions, including medical, considered.

Very truly yours,

Arthur Stewart, Board President

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